

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Business Meeting
and Closed Executive Session

September 3, 2013

The Board of Education of Salt Lake City School District met in a Board Business Meeting and Closed Executive Session at 5:30 p.m. on Tuesday, September 3, 2013, in the Board Room of the Administration Building, 440 East 100 South, Salt Lake City, Utah.

ROLL CALL

Members Present: President Kristi Swett, Vice President Heather Bennett, J. Michael Clára, Rosemary Emery, Dr. Douglas Nelson, Tiffany Sandberg, Laurel H. Young, and Lavenita Vaitai, Student Member (arriving at 6:33 p.m.).

Also Present: Superintendent McKell Withers; Janet Roberts, Business Administrator; Patrick Garcia, Associate Superintendent School Support; Craig Ruesch, Interim Executive Director Human Resources; Laurie Lacy, Director Title One and Elementary School Support; Kenneth Grover, Director, Career and Technology Education and Secondary School Support; Michael Williams, Director of Development and External Relations; Julie Atwood, Director of Education Technology/Library Media and Elementary School Support; Shauna Olson, Elementary School Support; Joann Price, ELP Supervisor and Elementary School Support; Christine Marriott, Data Coordinator, Performance & Accountability; Principals Mindi Holmdahl, Horizonte Instruction and Training Center, Paul Sagers, East High School, Brian Conley, Northwest Middle School, Jana Edward, Jackson Elementary School, John Erlacher, Newman Elementary School, and James Martin, Mountain View Elementary School; John Robson, the board's legal counsel from Fabian & Clendenin; Susan McFarland, President, Salt Lake Teachers Association; Ricky Martinez, President, Buildings & Grounds Employees Association; Janet Clark, representing the Child Nutrition Employees Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; Jason Olson, Public Information Officer; Chris Miller, *KUTV News*; Tina Hatch, Business Administration Office; and others in the audience.

In accordance with the agenda prepared for the Board Business Meeting of September 3, 2013, five motions were made. Items are reported as listed in the agenda and not necessarily in the order they were considered.

The meeting was called to order by President Swett, who presided.

1. CLOSED EXECUTIVE SESSION

At 5:35 p.m. a motion was made, after which members excused the audience and remained in the board room:

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*(1) That the board meet in Closed Executive Session to consider litigation, negotiations, personnel, and property items.
**(Sandberg and Young)

Present for Closed Session were Kristi Swett, Heather Bennett, J. Michael Clára, Rosemary Emery, Dr. Douglas Nelson, Tiffany Sandberg, Laurel H. Young, McKell Withers, Janet Roberts, Patrick Garcia, and John Robson, the board's legal counsel.

Board members adjourned from the Closed Executive Session at 5:55 p.m. and returned to the Board Business Meeting at 6:30 p.m.

VOTE RECORD	AYE	NAY	ABSENT
BENNETT	1,2,4,5	3	
CLÁRA	1,2,3,5	4	
EMERY	1,2,4,5	3	
NELSON	1,2,4,5	3	
SWETT	1,2,4,5	3	
SANDBERG	1,2,4,5	3	
YOUNG	1,2,4,5	3	
A Absent	Ab Abstention	F Failed	
N "No" Vote	NA No Action	T Tabled	
W Withdrawn	*Unanimous Approval		
**Members Making Motion			

2. BOARD BUSINESS MEETING

- President Swett welcomed everyone in the audience. She recognized the presence of Susan McFarland, President, Salt Lake Teachers Association, Ricky Martinez, President, Buildings & Grounds Employees Association, Janet Clark, representing the Child Nutrition Employees Association, and Cindy Mills, representing the Salt Lake Educational Office Personnel Association. President Swett informed the board and audience that as of September 3, 2013, all school board meetings will be video recorded, and each recording will be available on the district Web site for one year.
- Brian Conley, Principal of Northwest Middle School, led the audience in reciting the Pledge of Allegiance to the Flag.
- Jana Edward, Jackson Elementary School's new Principal, was introduced. She said this is her fourteenth year in education, she has been involved in bilingual education in the Salt Lake City School District and in California, and she is a National Board Certified teacher. Ms. Edward gave the board an overview of what she is working on at Jackson Elementary, including the Legacy of Lowell event that will be held on Saturday, September 7, 2013.
- President Swett recognized the three runners-up for Teacher of the Year: Richard Magleby, a second grade and dual-immersion teacher at Mountain View Elementary School; Maria-Elena Tiburcio, a kindergarten and dual-immersion teacher at Mountain View Elementary School; and Roger Haglund, a math and science teacher at Northwest Middle School. President Swett thanked them for the work they do and had them introduce those who attended to support them.
- Susan Horne of the Salt Lake Education Foundation and President Swett presented Amy Gutting with the Special Education Teacher of the Year Award. Ms. Gutting is a Special Education teacher at Escalante Elementary School. Ms. Horne said the service Special Education teachers provide is incredible, and they don't get enough recognition. She shared a portion of a letter of recommendation for Ms. Gutting, and noted the self-confidence she helps students build.

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- Ms. Horne and President Swett presented Catherine Praggastis with the Teacher of the Year Award. Ms. Praggastis teaches AVID at East High School. Ms. Horne shared parts of the letters of recommendation that were written by Ms. Praggastis' students, and noted she has helped many students receive scholarships for college. Superintendent Withers talked about some of Ms. Praggastis' accomplishments, and a group of her students presented her with flowers.
- Board leadership distributed a copy of *Robert's Rules in Plain English* to each board member.

A. CONSENT AGENDA

*(2) Approval was given to three of the four items included in the Consent Agenda. These items are listed below. Item #4 was moved to the Action Agenda.

**(Young and Nelson)

1. The Purchasing/Accounting Report, included a breakdown of items costing over and under \$50,000, a payment voucher report that included travel and professional expenditures, a budget report dated July 2013, and the Schools' Financial Reports for elementary, middle and high schools, and Student Body Activities for East, Highland and West High Schools for the twelve months ended June 30, 2013.
2. The Human Resources Department Report, included new contract employment for forty-two employees, non-contract to contract employment for four employees, changes for fourteen employees, and releases for nine employees.
3. Minutes of the Board Business Meeting held August 6, 2013.
4. Approval of the Hearing Officer Recommendation. *This item was moved to the Action Agenda.*

B. REQUESTS TO SPEAK

There were no requests to speak.

C. REPORTS

Prior to the Newman Elementary report, Superintendent Withers distributed answers to an inquiry about the Smart School Technology Grant received by Newman Elementary. The handout has been included in the official minutes.

1. Highlights from School Improvement Plans.
 - a. Newman Elementary. John Erlacher, Principal of Newman Elementary School introduced JoDell Park, PTO Communications Director; Debra Candler, Assistant Principal; Holly King, PTO President; and Christopher King, SCC Chairperson. Mr. Erlacher referred to the Newman Elementary School Highlight Report, which has been included in the official minutes. He talked about the level of family involvement and strong support system for all families at the school, noting the last SEP conferences were extended for two to three weeks, and 99% of parents participated. Mr. Erlacher discussed gains in the achievement

gap, and efforts to continue to make progress. He said he and Newman's staff make efforts to have personal visits with parents, including spending time each morning in front of the school, engaging parents in conversation when they visit the school, and calls to parents that focus on the positive. He said the school is working with a student from the University of Utah to track progress. He said the after school program is very active and many teachers are working in small groups after school to help bring scores up. Mr. Erlacher said the school uses the positive behavior support program 'A Leader in Me', and there have been great gains in student behavior. He noted with the Smart School Technology Grant, each student will have an iPad, and he is excited to see the effect the technology will have. JoDell Park stated the greatness at Newman is due to the teachers, who do so much, and remain at the school for many years.

President Swett asked Mr. Erlacher to introduce Ana Park and Barbara Broderick, teachers from Newman Elementary School who were in the audience, as well as Julie Atwood, Lisa Bendall, and Shauna Olson from School Support. The board thanked Newman's staff and parents for their hard work.

2. Student Achievement Data and Current School Improvement Plan and Goals. Christine Marriott distributed the 2011-12 School Improvement Plan Language Arts and Math Goals, the 2012-2013 School Improvement Plan Language Arts and Math Goals, and charts showing district growth between 2011-12 and 2012-13. A copy of the handouts has been included in the official minutes. Ms. Marriott noted the 2012-13 goals include data for first grade, and said the district collects data from kindergarten through twelfth grade. She said it is important to pay attention to the data being reported when comparing year to year to ensure the same data for each grade is compared. She said the district will be careful to note which data includes grades that are not part of state reports. Superintendent Withers noted science data will be included soon. He said the state requires accountability from third through twelfth grade, although the district collects data for all grade levels. Ms. Marriott also noted the schools feeding into Glendale Middle School will only have data from third through fifth grades.

Ms. Marriott said in most cases schools met their School Improvement Plan (SIP) goals, and there were substantial increases at most schools and in most areas. She said the overall results include full academic year students and show the percentage of 'proficient' students in first through eleventh grades. She gave an explanation of the increases and the math results. Ms. Marriott discussed how goals are determined, noting lower proficiency leads to greater goals. She explained how students are rostered to take tests, and said Advanced Placement (AP) and International Baccalaureate (IB) students are not included in the data.

Superintendent Withers discussed the systemic changes from Criterion-Referenced Tests (CRT) to Student Assessment of Growth and Excellence (SAGE), and noted the increases that have resulted from interim assessments and teachers using data to inform practice. He said the district is seeing the results of helping teachers have the right tools. He said proficiency rates will appear to go down with the new measure, and explained the adaptive testing method. He said there are robust data points in the third through sixth grade, fewer in seventh and eighth grade, and even fewer in ninth through twelfth grade. Superintendent Withers said the district is taking a deeper look at the GAP report, noting the differences and determining what schools are

doing to improve. He said Illuminate will give real-time feedback to help teachers understand where to focus on improvement.

D. DISCUSSION AGENDA

1. School Grades and High School Accountability.

Christine Marriott addressed the school grades that were released September 3, 2013, by the State Office of Education. She explained the grades were not a result of the Utah Comprehensive Accountability System (UCAS), but were a result of Senate Bill 271 (SB271), noting Utah has a dual system of testing. Ms. Marriott said automatic 'F' grades were given to schools who tested less than 95% of their population, and said the district's schools should have about 100% participation. She also explained the points possible and the points awarded. She said the letter grades will be hard to compare to the results from UCAS. Superintendent Withers distributed a copy of the grades for schools in the district.

Superintendent Withers compared School Improvement Plan (SIP) goals and achievements with the letter grades, noting schools like Backman met their SIP growth goal, but received an 'F', while schools like Ensign did not reach their SIP goals, but received an 'A'. He stated his belief the letter grading system does not look at the schools in a comprehensive manner. He said it is very important to understand local goal setting, the populations of the schools, and to have accurate information. He noted some schools with lower socio-economic factors, like Glendale and Northwest Middle Schools, were able to receive additional resources through School Improvement Grants (SIG) and Title I money, and were able to score higher due to the additional investments in teacher professional development and increased technology. He distributed two documents, 'Guiding Principles for School Accountability' and '20 Facts about the School Grading Program in Utah'. Mindi Holmdahl, Principal of Horizonte Instruction and Training Center, said the SIG awarded to Horizonte helped the school to develop interim assessments in math and language arts. She said interim measures help as students come into Horizonte, giving teachers the ability to assess where the student was before changing schools, and she noted the number of students at Horizonte increases during the year. She said Horizonte has an advisory period which focuses on college and career readiness, helping many of Horizonte's students to catch up and prepare for college.

Superintendent Withers noted statewide frustration with high school accountability and transparency, stating there are not enough data points, and many students who should be included are not. He discussed concerns over the use of the ACT college readiness test as a standardized test taken by all high school juniors in place of the Utah Basic Skills Competency Test (UBSCT). Ms. Marriott and Paul Sagers, Principal of East High School, agreed the data collected from the ACT is useful in many ways, and noted the scores statewide went down because all students are now taking the test.

Superintendent Withers distributed a 'High School Accountability' document created by district high school principals in an effort to find more data points and measures, including the number of courses passed, GPA's, graduation rates and successes. He said the principals will continue to meet to discuss more measures. Dr. Sagers said he is excited to have more tangible measures with an emphasis on student growth, and said he is pleased with the leadership shown by the district. Copies of all handouts have been included in the official minutes.

E. ACTION AGENDA

Approval of the Hearing Officer Recommendation. Item #4 from the Consent Agenda

^F(3) I make a motion that the board not accept the recommendation of the hearing officer. The motion failed on a vote of one to six, with Ms. Bennett, Ms. Emery, Dr. Nelson, Ms. Sandberg, Ms. Swett, and Ms. Young voting 'nay'.

^{**}(Clára and Emery).

Prior to the failure of Motion #3 the board discussed the process for using a hearing officer to hear matters relating to personnel. John Robson explained an employee has a right to a hearing upon termination to determine if the termination is binding, and explained the reasons a school board may decide to have a hearing officer preside. He also explained the agreement between the district and the employee association on the hearing officer who presided. He noted each side had representation, and stated he represented the district in this matter. He outlined the process for the hearing. Mr. Clára said he felt the individual in question should be allowed to present their case to the board since the hearing officer had ruled in favor of the district. Ms. Emery inquired if there would be new information presented if the individual were allowed to present their case to the board, and Mr. Robson said there would not be. Dr. Nelson spoke in opposition to the motion, stating he was comfortable with the information that had been passed to the school board from the hearing officer.

^N(4) I move that the board accept the Approval of the Hearing Officer Recommendation. Approval was given to the motion on a vote of six to one, with Mr. Clára voting 'nay'.

^{**}(Young and Sandberg)

F. SUPERINTENDENT'S REPORT

1. Education Task Force. Superintendent Withers provided board members with the notice and link to the most recent Education Task Force information.

Campus Safety. Superintendent Withers said the district is trying to improve the video systems at the schools and the district office, noting there are now two security cameras in the Board Room. Additional cameras will be installed at district sites.

Race to the Top: Superintendent Withers said the district has decided to reapply for the next round of Race to the Top Grants. Vice President Bennett requested an Executive Summary of the grant be provided to board members. Superintendent Withers said the application is due to the State Board of Education on October 3, 2013.

Ms. Emery distributed English Language Learner (ELL) information provided to her by JoEllen Shaeffer, Director of Performance and Accountability, which included the percentages of ELL students in the high schools. Superintendent Withers noted the boundary change between Highland High and East High has not fully come into place, so the numbers will change.

Ms. Emery also asked if there have been any discussions of a reduction in force at the district office. Superintendent Withers assured her that each position that is vacated is studied to see if

it is necessary before filling the position. Janet Roberts, Business Administrator, referred to a document distributed during the budget process, on May 7, 2013, that noted which positions have been reduced. Vice President Bennett said the district should be careful not to lose effectiveness when people are taking on more responsibility. Ms. Young noted the changes to the Community Education program and wondered how it has been affected. Ms. Emery said she would meet with Ms. Roberts to discuss the changes that have taken place.

G. ADJOURNMENT

Following a motion by Ms. Young, seconded by Ms. Sandberg, the meeting was adjourned at 8:18 p.m.

Janet M. Roberts
Business Administrator

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